

United Nations



United Nations Support Mission In Libya

بعثة الأمم المتحدة للدعم في ليبيا

POST DESCRIPTION

*Job Description for Positions requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Police Operations Adviser, (seconded, non-contracted)
Organizational Unit	United Nations Support Mission in Libya (UNSMIL)
Duty Station	Within the Mission area according to the operational requirements
Reporting to	Senior Police Adviser
Duration	12 Month (extendible)
Deadline for applications	29 March 2019

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of the UN Mission Police Component and within the limits of delegated authority, the Police Operations Adviser will be responsible for, but not limited to, the performances of one or few of the following duties:

- Provide a wide range of expert advisory and assistance activities on police operations relevant to supporting the development of the Libyan Police with focus on security arrangements and tasks order.
- Support the Senior Police Adviser in assessing the professional and technical performance of the Libyan police and other law enforcement agencies and its development, identify major constraints or difficulties and provide necessary advice to the SPA as to how UNSMIL Police with the collaboration of the international partners can assist and support to rebuild the operational capacities of the Libyan police and other law enforcement agencies.
- Advise the Senior Police Adviser on matters related to how possible developing security plans. In addition to plan for any police and other law enforcement-related tasks which might emerge in the course of the mission's consultations.
- Advise the Libyan Police to conduct an assessment of existing police operational capacities and capabilities, command and control structures including existing manpower to serve in the force generation, particularly for integrated units to support in securing Tripoli and then all Libya, and provide recommendations for development.
- Provide technical advice on police coordination mechanism with other security entities,
- Advise the Libyan Police in developing concepts, strategies, policies, guidelines, operational plans, etc.
- Advise the Libyan Police in crowd management and Special Police Units related activities.
- Advise the Libyan Police on security assessments and security arrangements of vital premises.
- Contribute to strategic planning for the UNSMIL police component;
- Develop operational concepts for the Libyan police and law enforcement agencies;
- Assist in organizing the assessment of the Libyan police and rule of law system.

The work implies frequent interaction with the following:

- Counterparts, senior officers and technical staff in relevant Secretariat bodies and in UN funds, agencies and programs, in particular with Inter-agency SSR Task Force; and
- Representatives and officials in national governments (in particular in peacekeeping and peacebuilding countries), international organizations, NGOs, consultants.
- Perform any other duties as may be requested by the UNSMIL Senior Police Adviser within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is desired. Specialized training in the area of incumbent's responsibility (operations planning and command, police reform, operational training) is desired.

Work Experience: A minimum of 5 years of active practical managerial experience in national law enforcement agency or international organization in the area of operational planning, threat assessment, security arrangements, managing operational center, direct commanding of police operations, operational policy/doctrine development - required. Practical direct experience in commanding a regional or a state level police infrastructures/pillars – highly desirable. Experience in one or few of the following areas is desirable: crime management, police administration, border security, customs, immigration, special/former police units, providing security to vital premises, static and mobile security, riot control/crowd management, police training and development, change management (particularly in law enforcement), reform and restructuring or related field. Peacekeeping or other international experience in the UN or other organization is an advantage.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of Arabic language is highly desirable.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State, or on the basis of an in-mission AMS upon arrival. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

Preference will be given to equally qualified women candidates.

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<http://www.un.org/en/peacekeeping/sites/police>

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations, are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.